
2026 Chief Executive Officer Report

TO: U.T. System Board of Regents
FROM: Melina R. Kibbe, MD, Chief Executive Officer
DATE: October 1, 2026
RE: Chief Executive Officer Reporting Requirements Under Tex. Educ. Code § 51.253(c)

Texas Education Code (TEC), Section 51.253(c) and Texas Administrative Code, Title 19, Sections 3.6(c) and 3.19(a) require institutions of higher education to submit a Chief Executive Officer Report (“CEO Report”) to the institution’s governing body and post the report on the institution’s internet website “at least once annually” by October 31st of each year.

The CEO Report must contain (1) all mandatory employee reports of alleged “sexual harassment,” “sexual assault,” “dating violence,” or “stalking” as defined in the TEC, Section 51.251, and (2) any disciplinary actions taken pursuant to TEC, Section 51.255 regarding allegations of an employee’s failure to report or knowingly making a false report of sexual harassment, sexual assault, dating violence, or stalking. Some reports may be counted in more than one category, so the category totals may not equal the overall report totals. The CEO Report for the 2025-2026 academic year, as of August 31, 2026, is enclosed in Appendix A, and an updated CEO Report for the 2024-2025 academic year is enclosed in Appendix B.

The CEO Report will be posted on www.uth.edu/titleix, pursuant to TEC, Section 51.253(c), and a copy of this CEO Report (along with an annual certification of compliance) will be submitted to the Texas Higher Education Coordinating Board (THECB) by October 31, pursuant to 19 Tex. Admin. Code Section 3.19(a).

Appendix A
2026 CEO Report
2025-2026 Academic Year: September 01, 2025 – August 31, 2026

Texas Education Code, Section 51.252: Employee Reporting Requirements	
Number of reports received under Section 51.252¹	72
a. Employee submitted reports under Section 51.252	37
b. Confidential reports ² under Section 51.252	35
Number of investigations conducted under Section 51.252	4
a. Formal investigation ongoing	0
b. Formal investigation completed (Non-Title IX Regs) – Preliminary Determination (Preponderance of evidence <u>not</u> met) and no disciplinary referral	1
c. Formal investigation completed (Non-Title IX Regs) – Preliminary Determination (Preponderance of evidence met) and referred to a disciplinary process	3
d. Formal investigation completed (Title IX Regs) – No Preliminary Determination and referred to a disciplinary process ³	0
Disposition of disciplinary processes for reports under Section 51.252:	3
a. Disciplinary process pending	0
b. Disciplinary process completed – No Finding of Policy Violation ⁴	0
c. Disciplinary process completed – Employee Disciplinary Sanction	3
d. Disciplinary process completed – Student Disciplinary Sanction	0

¹ The CEO Report only includes mandatory employee reports as per TEC, Section 51.252. Therefore, the CEO report does not represent the totality of reports of alleged sexual harassment, sexual assault, dating violence, or stalking the Title IX Office received during the relevant period. Specifically, reports made by employees about their own experiences (self-reports), all reports made by students, and reports about incidents that happened **before** the person became a student or employee of the institution are excluded from the CEO Report. The CEO Report may also exclude reports if the Title IX Coordinator or Deputy Coordinator determines that the reported conduct does not meet the TEC, Section 51.251 definitions of sexual harassment, sexual assault, dating violence, or stalking. When the same incident was reported more than once and could be identified as a duplicate, it was combined and counted as one report.

² A confidential report is a report made by a Confidential Employee. Confidential employees include victim advocates for students, ombuds, or those who work in a counseling center or student health center. When a Confidential Employee makes a mandatory report, they only report the “type of incident” and no personally identifiable information.

³ Formal investigations completed under “Title IX” and the Title IX investigation report will not have an investigator’s “preliminary determination” because the Title IX regulations, effective August 14, 2020, prohibit investigator “preliminary determinations” regarding responsibility. In Title IX investigations, sole and final determination is made by a hearing panel.

⁴ In this section, “b. Disciplinary process completed - No Finding of a Policy Violation” refers to Title IX investigations where there has not been a finding of responsibility after a Title IX hearing or an appeal process (if applicable).

Number of reports under Section 51.252 for which the institution determined not to initiate a disciplinary process	68
a. Confidential reports under Section 51.252	35
b. Respondent's identity is unknown	5
c. Respondent was an employee and no longer employed at the institution at the time a formal complaint was filed	2
d. Respondents not affiliated with the university	6
e. Administrative closure due to insufficient information to investigate	14
f. Determined matter was previously investigated or alleged conduct did not meet the definition of sexual harassment, sexual assault, dating violence or stalking	0
g. Complainant requested the institution not investigate	4
h. Complainant was not participating or attempting to participate in a UTH program at the time of the alleged incident or at present	0
i. Informal resolution process ongoing	0
j. Informal resolution process completed	0
k. Preliminary review ongoing	0
l. Complainant unknown	0
m. Report unfounded by UT Police-Houston	2
n. Formal investigation ongoing	0
o. Respondent was affiliated with the university and resigned during the pendency of the investigation	0

Texas Education Code, Section 51.255: Failure to Report or False Reports	
Number of reports received that include allegations of an employee's failure to report or submitting a false report to the institution under Section 51.255(a)	1
Number of investigations conducted regarding Section 51.255	1
a. Formal investigation ongoing	0
b. Formal investigation completed (Non-Title IX Regs) – Preliminary Determination (Preponderance of evidence <u>not</u> met) and no disciplinary referral	1
c. Formal investigation completed (Non-Title IX Regs) – Preliminary Determination (Preponderance of evidence met) and referred to a disciplinary process	0
Any disciplinary action taken, regarding failure to report or false reports to the institution under Section 51.255(c):	0
a. Employee termination	0
b. Institutional intent to initiate discipline, employee resigned during disciplinary process	0
c. Employee not eligible for re-hire, employee resigned prior to investigation	0
Number of reports under Section 51.255(c) for which the institution determined <u>not</u> to initiate a disciplinary process	0
a. Intake/review process ongoing	0
b. Administrative closure due to insufficient information to investigate	0
c. Determined matter was previously investigated or alleged conduct did not meet the definition of employee's failure to report or submitting a false report to the institution	0

Appendix B
2025 CEO Report Updates⁵
2024-2025 Academic Year: September 01, 2024 – August 31, 2025

Texas Education Code, Section 51.252: Employee Reporting Requirements	
Number of reports received under Section 51.252⁶	85
a. Employee submitted reports under Section 51.252	64
b. Confidential reports ⁷ under Section 51.252	21
Number of investigations conducted under Section 51.252	2
a. Formal investigation ongoing	0
b. Formal investigation completed (Non-Title IX Regs) – Preliminary Determination (Preponderance of evidence <u>not</u> met) and no disciplinary referral	2
c. Formal investigation completed (Non-Title IX Regs) – Preliminary Determination (Preponderance of evidence met) and referred to a disciplinary process	0
d. Formal investigation completed – No Preliminary Determination and referred to a disciplinary process ⁸	0
Disposition of disciplinary processes for reports under Section 51.252:	0
a. Disciplinary process pending	0
b. Disciplinary process completed – No Finding of Policy Violation ⁹	0
c. Disciplinary process completed – Employee Disciplinary Sanction	0
d. Disciplinary process completed – Student Disciplinary Sanction	0

⁵The 2025 CEO Report consists of data from 2024-2025, with updated investigations and disciplinary processes statuses as of the 2026 CEO Report. For example, matters that were listed as ongoing or pending in the 2025's CEO Report, but have since concluded, are now reflected with their updated status or disposition.

⁶ Same as footnote 1.

⁷ Same as footnote 2.

⁸ Same as footnote 3.

⁹ Same as footnote 4.

Number of reports under Section 51.252 for which the institution determined not to initiate a disciplinary process	83
a. Confidential reports under Section 51.252	21
b. Respondent's identity is unknown	12
c. Respondent was an employee and no longer employed at the institution at the time a formal complaint was filed	3
d. Respondents not affiliated with the university	21
e. Administrative closure due to insufficient information to investigate	14
f. Determined matter was previously investigated or alleged conduct did not meet the definition of sexual harassment, sexual assault, dating violence or stalking	6
g. Complainant requested the institution not investigate	3
h. Complainant was not participating or attempting to participate in a UTH program at the time of the alleged incident or at present	0
i. Informal resolution process ongoing	0
j. Informal resolution process completed	0
k. Preliminary review ongoing	0
l. Complainant unknown	0
m. Report unfounded by UT Police-Houston	3
n. Formal investigation ongoing	0
o. Respondent was affiliated with the university and resigned during the pendency of the investigation	0

Texas Education Code, Section 51.255: Failure to Report or False Reports	
Number of reports received that include allegations of an employee's failure to report or submitting a false report to the institution under Section 51.255(a)	1
Number of investigations conducted regarding Section 51.255	1
a. Formal investigation ongoing	0
b. Formal investigation completed (Non-Title IX Regs) – Preliminary Determination (Preponderance of evidence <u>not</u> met) and no disciplinary referral	1
c. Formal investigation completed (Non-Title IX Regs) – Preliminary Determination (Preponderance of evidence met) and referred to a disciplinary process	0
Any disciplinary action taken, regarding failure to report or false reports to the institution under Section 51.255(c):	0
a. Employee termination	0
b. Institutional intent to initiate discipline, employee resigned during disciplinary process	0
c. Employee not eligible for re-hire, employee resigned prior to investigation	0
Number of reports under Section 51.255(c) for which the institution determined <u>not</u> to initiate a disciplinary process	0
a. Intake/review process ongoing	0
b. Administrative closure due to insufficient information to investigate	0
c. Determined matter was previously investigated or alleged conduct did not meet the definition of employee's failure to report or submitting a false report to the institution	0